



GENERAL PROFILE		
Tracey Lovejoy		
Company Name	GumballEnterprises, Inc.	
Residence Country	United States of America	
Languages	English	
Contact Information:	Email	tlovejoy@gumballenterprises.com
	Website	www.gumballenterprises.com
PROFILE DETAIL		
Education	<ul style="list-style-type: none"> • Coaching Professional Training and Development Program SeattleCoach • MA - Social Science with ethnography emphasis University of Chicago • BA - International Relations University of California, Los Angeles (UCLA) 	
Certifications	Associate Certified Coach (ACC), Everything DiSC, The Five Behaviors of a Cohesive Team, Center for Creative Leadership 360s.	
Areas of Expertise	Executive and Leadership Coaching, Team Resilience, Strategic Facilitation	
Industry(s)	Technology, Innovation, Design	
Years of Facilitation Experience	15	
Years of Coaching Experience	6	
Years of Consulting Experience	2.5	
Years of Training Experience	5	
Years of Design Experience	12	
Years of Data Analysis Experience	15	
Assessment Tools	Everything DiSC (WorkPlace, Sales, Management, Work of Leaders, 363 for Leaders) , The Five Behaviors of a Cohesive Team, Center for Creative Leadership 360s.	



Other related experience	Award-winning Corporate Trainer, Corporate Anthropologist / Ethnographer, Design Manager
Sample Clients	Amazon, Steelcase, Microsoft, Intel, Vodafone, Redfin, Tommy Bahama, the Scottish government, as well as supporting executives in small businesses and CEOs of startups
Level of Clients Coached	From individual contributor to first time manager, director, VP, up to CEO / Business Owner
COACHING PROCESS	
Style	friendly, connected, highly empathetic, deep I get to the heart of the matter. I see nuance and patterns that others don't. I am known for directly sharing what I see with compassion, warmth and an eye toward results, allowing clients to feel safe and bold when facing potentially difficult challenges. I work from a belief that empathy + awareness + courageous action = manifestation & results.
Length of Sessions	1:1 coaching – 60 minutes, 6 month+ engagements Team coaching – 1-3 hours/day Training / facilitation – 3-6 hours/day
Other	
BIO	
<p>Tracey Lovejoy is a consultant, coach and facilitator. She is passionate about helping leaders and teams clearly see where they are and providing tools to get them where they want to go. In her executive coaching Tracey partners with leaders in transition to help them set goals for their expanded position and then steps with them as they fully embody and become confident in the new role. She has supported coaching clients in a wide variety of large organizations such as Amazon, Steelcase, Microsoft, Intel, Vodafone, Redfin, Tommy Bahama, the Scottish government, as well as supporting executives in small businesses and CEOs of startups.</p> <p>In her team engagements, Tracey partners with leaders committed to growing healthy, cohesive and high-performing teams. She leverages assessments and programs such as Everything DiSC and The Five Behaviors of a Cohesive Team, to increase awareness, grow inclusivity and build trust to ultimately improve effectiveness and resilience of teams. In addition, Tracey serves as a DukeCE partner and Personal Trainer Advisor with Quest, an experimental program to make today's leaders more ready for the ambiguous and rapidly changing challenges of today's business world.</p> <p>Tracey spent 12 lightning-fast years at Microsoft where she worked at the intersection of technology, design and innovation. She was known for her ability to cultivate exceptional, high morale teams with sustainable results. During her time at Microsoft Tracey co-founded the Ethnographic Praxis in Industry Conference (EPIC) which is the premier international gathering on current and future practices of ethnography in the business world. Tracey has a Master's degree in Social Science from the University of Chicago where she focused on ethnographic methods and anthropology, and is a proud UCLA Bruin from her undergrad days. Tracey completed her coach training at SeattleCoach and is Associate Certified Coach through the International</p>	



Coach Federation. In addition, she is an accredited facilitator of The Five Behaviors of a Cohesive Team, an assessment based learning experience for intact teams, and a Certified Everything DiSC Trainer and Partner.

As a trained social scientist Tracey is able to identify patterns that allows her to get to the heart of the matter – both with individuals' behaviors as well as with teams and systems. In short, her training has taught her to see what others don't. She is known for directly sharing what she sees with compassion, warmth and an eye toward results, allowing her clients to feel safe and bold when facing potentially difficult challenges. The core values she brings to her engagements are awareness, courageous action and empathy. Tracey leverages assessments regularly in her work to raise awareness and allow goals to be built on contextual and targeted feedback.

In her everyday life she is known for empathy, optimism, big energy, a drive for results and a bit of irreverence. When not at work Tracey is at the beach, running to keep up with her kids or stealing moments to feed her reading addiction. She lives with her family in Seattle, WA. Her ideal clients are the change agents and catalysts among us.